

FIAT CHRYSLER AUTOMOBILES ANNUAL COMMUNITY BENEFITS UPDATE MEETING

December 7TH, 2020



MEETING AGENDA

CITY OF DETROIT

- WELCOME & INTRODUCTION
- CBO MONITORING AND ENFORCEMENT
- COMMUNITY BENEFITS UPDATE – CITY OF DETROIT COMMITMENTS

FIAT CHRYSLER AUTOMOBILES

- FCA DETROIT ASSEMBLY COMPLEX UPDATE
- COMMUNITY BENEFITS UPDATE – FCA COMMITMENTS

NAC DISCUSSION

GENERAL Q & A



THANK YOU NEIGHBORHOOD ADVISORY COUNCIL!

- **Rhonda Theus** – Elected by Impact Area Residents
- **Michelle Jackson** – Elected by Impact Area Residents
- **Jerry King** – Appointed by Council President Jones
- **Juliette Okotie-Eboh** – Appointed by Councilmember Ayers
- **Jay Henderson** – Appointed by Councilmember Spivey
- **Darnell Gardner** – Appointed by Planning & Development
- **Henry Williams** – Appointed by Planning & Development
- **Curtis Perry** – Appointed by Planning & Development
- **Thomas Hardiman** – Appointed by Planning & Development

CBO ENGAGEMENT PROCESS

WHAT WE HEARD FROM THE COMMUNITY

**9 CBO
MEETINGS
HOSTED BY
CITY**

**+1,200
ATTENDEES**

**MARCH
– APRIL
2019**

Local hiring &
Job Training

Home repair
resources

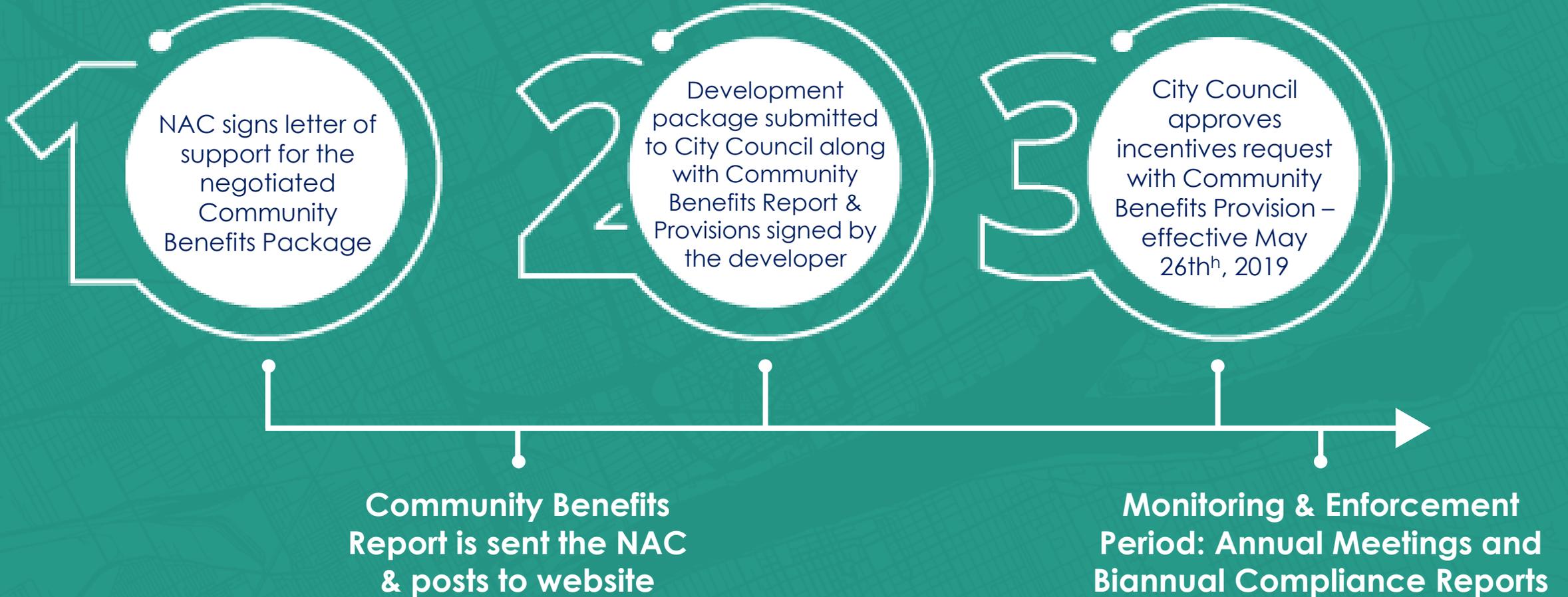
Youth
Access to
Education

Beautify the
area &
monitor air
quality

Expedited
demolitions

Keep trucks
off
residential
roads

ONCE CBO MEETINGS ARE COMPLETED



COMMUNITY BENEFITS PROVISION CONTENT

<p>Enforcement Mechanisms for the Community Benefits Provision</p> <p>Ex. Claw-back of City-provided-benefits, revocation of land transfers or land sales, penalties and fees</p>	<p>List of Benefits That Developer has Agreed to Provide</p>
<p>Requirement for Developer to Submit Compliance Reports</p>	<p>Community Engagement Requirements</p>

The Community Benefits Provision Agreement remains in effect throughout the duration of the project

ONCE CBO MEETINGS ARE COMPLETED

All documents and reports are posted on City of Detroit Website:

Detroitmi.gov/CBO

PDD hosts **Public Annual Update Meeting** with NAC and Developer (at least 2 years)

BUSES DEPARTMENTS GOVERNMENT JOBS PAY WATER ENGLISH ESPAÑOL BENGALI العربية MORE

SEARCH

Where am I: [Home](#) > [Planning and Development Department](#) > [Design and Development Innovation](#) > [Community Benefits Ordinance](#) > [Past CBO Engagement](#)

FIAT CHRYSLER JEFFERSON NORTH ASSEMBLY PLANT EXPANSION

CONTACTS

Aaron Goodman
Manager - Community Benefits Ordinance
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goodmana@detroitmi.gov

Planning and Development Department
Coleman A. Young Municipal Center 2
Woodward Avenue - Suite 808
Detroit, MI 48226
(313) 224-1339
Fax: (313) 224-1310
• Monday - Friday 9:00 am – 5:00 pm

DEPARTMENT MENU

[News & Events](#)
[Documents](#)

Conceptual Rendering of Proposed FCA Expansion
(view looking north)

Proposed Expansion

Mack Engine Plant (Existing)

In partnership with the City of Detroit, Fiat Chrysler Automobiles plans to expand its Jefferson North Assembly Plant. Subject to the execution of the terms outlined in the MOU, the city

COMMUNITY BENEFIT MONITORING BY CRIO

The Civil Rights, Inclusion, and Opportunity Department (CRIO) monitors Tier 1 Projects under the Community Benefits Ordinance

TIER 1 PROJECTS ARE:

An investment of Seventy-five Million Dollars (75,000,000) or more

AND

Public support in the form of land transfers that have a cumulative market value of

One Million Dollars (1,000,000)

and/or

Tax breaks that abate more than One Million Dollars (1,000,000)

CRIO is responsible for monitoring, enforcing, and investigating Community Benefits Commitments

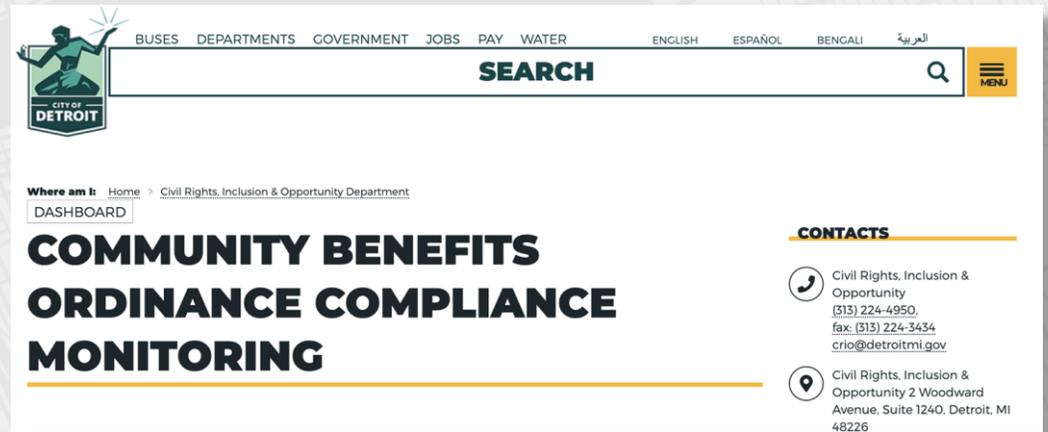
1. A CRIO Inclusion Analyst will send the developer a biannual CBO status request letter and a reporting form. This form requires the developer to provide an update on all Community Benefits Agreement commitments
2. The Developer has 14 days to complete the reporting form
3. The Inclusion Analyst will review the submitted information and request a project walkthrough, documented proofs, and/or additional clarification within 14 days of the submission to verify commitments if necessary

FCA October 2020 Report Status

Status Update	Explanation	Commitments
	On Track- Actions taken towards satisfying commitment	28
	Off Track-Commitment not fulfilled	0
	Off Track-Compliance Plan Submitted	0
	Compliance Effected by Covid-19	1
	Not Started- No action taken	6
	Additional information requested	0
Completed	Commitment fulfilled	31
Total Commitments		66

Reports are produced twice a year for projects 6 months and older

Reports can be found at: [Bit.ly/cbocm](https://bit.ly/cbocm)



The screenshot shows the City of Detroit website interface. At the top, there is a navigation bar with links for BUSES, DEPARTMENTS, GOVERNMENT, JOBS, PAY, WATER, ENGLISH, ESPAÑOL, and BENGALI. A search bar is prominently displayed with the word "SEARCH" and a magnifying glass icon. Below the navigation, the breadcrumb trail reads "Where am I: Home > Civil Rights, Inclusion & Opportunity Department". The main content area features the heading "COMMUNITY BENEFITS ORDINANCE COMPLIANCE MONITORING" in large, bold, black letters. To the right, under a "CONTACTS" section, there are two contact points: one for Civil Rights, Inclusion & Opportunity with phone numbers (313) 224-4950 and (313) 224-3434, and an email address crio@detroitmi.gov; and another for Civil Rights, Inclusion & Opportunity at 2 Woodward Avenue, Suite 1240, Detroit, MI 48226.

ENFORCEMENT

SEND US YOUR COMMENT OR CONCERN

bit.ly/CBOComment

- All Violations must be submitted in writing to CRIO using the link above
- Reported violations are shared with the Enforcement Committee
- CRIO investigates all allegations and presents findings in writing
- The Committee's findings are presented in writing to the NAC, Developer, and/or Complainant

CRIO DEPARTMENT CONTACT

Tenika Griggs

Incentives Compliance Manager

tenika.griggs@detroitmi.gov

O: (313) 224-3593 C: (313)671-6756

Jacob Jones

Inclusion Analyst

Jacob.Jones@detroitmi.gov

C: (586) 625-6496

www.detroitmi.gov/crio

**COMMUNITY BENEFITS UPDATE
CITY OF DETROIT INVESTMENTS**

COMMUNITY BENEFITS PROVISIONS

OVERVIEW



Workforce training and job opportunities for Impact Area residents and Detroiters

Targeted education programs for Impact Area students

Focused demolitions and blight removal

Sound barrier wall and beautification projects to mitigate development impacts

Neighborhood Planning Study and Impact Fund

Home Repair Resources for Impact Area

Safer streets through truck routing plan and traffic calming

Programs to support small businesses in Impact Area

CITY OF DETROIT INVESTMENTS

SUMMARY



Workforce & Education (\$5.0M)

- Detroit at Work
- Grow Detroit's Young Talent (Summer Youth Employment)
- Detroit Promise

Housing (\$5.9M)

- 300 demolitions over next three years
- Impact area rehabs of publicly owned property
- Detroit Land Bank Side Lot & "Own it Now" programs

Other Neighborhood Improvements (\$0.8M)

- Chandler Park, West End & Riverbend Neighborhood Plan
- Marketing campaign to promote the impacted area

Construction Impacts (\$5.7M)

- Traffic calming and road improvements
- Beniteau wall construction and beautification

NEIGHBORHOOD STABILIZATION DEMOLITIONS



Commitment

- City of Detroit Invests \$5.4M to complete 300 demolitions in the Impact Area
- 100 demolitions / year from 2019 – 2021
- Priority on Beniteau St.
- Demolitions can be tracked at:
<https://detroitmi.gov/webapp/detroit-neighborhood-improvement-tracker>
- Demolitions start within 9 months from agreement

NEIGHBORHOOD STABILIZATION DEMOLITIONS



Year 1 (5/13/19 – 5/12/20)

- Impact Area Goal: 100
- Impact Area Actual: 116
- 16 in resident selected Priority Area

Year 2 (5/13/20 – 5/12/21)

Current as of 12/3/2020

- Impact Area Goal: 100
- Impact Area Actual: 97
- 64 in resident selected Priority Area
- An additional 32 are under contract (yellow dots), of which 27 are in the Priority Area

~\$4.9M spent as of December 2020



NEIGHBORHOOD STABILIZATION DEMOLITIONS



BEFORE

AFTER



**4580 Beniteau
Demolished: 9/30/2020**

NEIGHBORHOOD STABILIZATION DEMOLITIONS



BEFORE



AFTER



**4542 Lillibridge
Demolished: 11/4/2020**

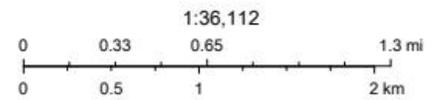


NEIGHBORHOOD STABILIZATION DEMOLITIONS AWAITING FUNDING & BOND RELEASE



December 3, 2020

- Rehab - First Release (14)
- Demo Awaiting Funding (512)



NEIGHBORHOOD STABILIZATION HOME REPAIR PROGRAMS



Commitments:

- FCA invested **\$1.8M** in a home repair program administered by the City of Detroit
- Up to \$15,000 per home
- Phase I Priority on Beniteau St. to be followed by Phase II in whole Impact Area
- Maximum leniency in resolving eligibility issues
- Home repair intake to begin within 3 months from agreement
- Those not eligible for the home repair program will be connected to the 0% Home Repair Loan application process



NEIGHBORHOOD STABILIZATION HOME REPAIR PROGRAMS



Phase I – Beniteau Street Homes

- Intake began August 2019
- Submitted Applications – 69
- Canceled* – 13
- Pipeline - 56
 - Bid Process – 2
 - Awarded – 4
 - Notice to Proceed – 18
 - Under Construction – 17
 - Completed – 15

Remaining units are scheduled to be under construction by the end of April 2021 and completed in July 2021



NEIGHBORHOOD STABILIZATION HOME REPAIR PROGRAMS



BEFORE



AFTER



4630 Beniteau

NEIGHBORHOOD STABILIZATION HOME REPAIR PROGRAMS



BEFORE



DURING CONSTRUCTION



AFTER



3571 Beniteau

NEIGHBORHOOD STABILIZATION HOME REPAIR PROGRAMS



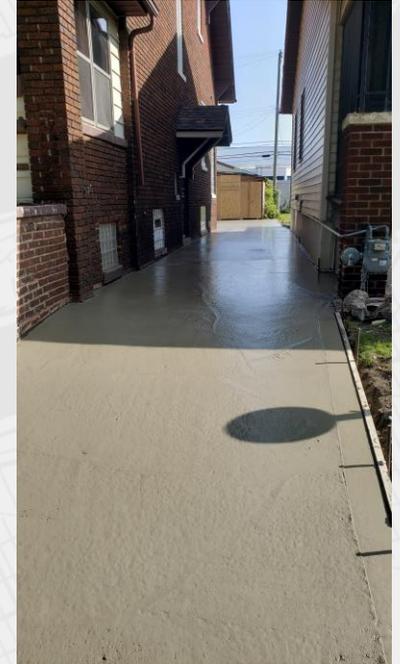
BEFORE



DURING CONSTRUCTION



AFTER



4458 Beniteau

NEIGHBORHOOD STABILIZATION HOME REPAIR PROGRAMS



Phase II – Impact Area with HRD’s Bridging Neighborhoods

- **\$900K available for Phase II = 60 recipients**
- Informational meetings will be held weeks of February 15th and 22nd, 2021
- Application period: March 1, 2021 – April 12, 2021
- Recipients selected by May 3, 2021
- Recipients will be selected & prioritized based on an Impact Area Score, as there are thousands of households in the Impact Area
- Must be an owner-occupant to be eligible

Provide your contact information @ bit.ly/fcahomerepair for program updates &
Email fcahomerepair@detroitmi.gov with any questions

NEIGHBORHOOD STABILIZATION HOME REPAIR PROGRAMS



Phase II – Impact Area with HRD’s Bridging Neighborhoods

- To determine an applicant’s Impact Area Score, points will be awarded for
 - Income level
 - Proximity to FCA site & truck routes
 - Length of ownership will be a tiebreak for applicants with the same score

Impact Area Score			4	3	2	1
			Distance from FCA Site & truck routes			
			<1,000 ft	1,001 - 2,000 ft	2,001 - 3,000 ft	>3,000+ ft
7	Income Level	< 30% AMI	11	10	9	8
6		< 40% AMI	10	9	8	7
5		< 50% AMI	9	8	7	6
4		< 60% AMI	8	7	6	5
3		< 70% AMI	7	6	5	4
2		< 80% AMI	6	5	4	3
1		< 90% AMI	5	4	3	2

Provide your contact information @ bit.ly/fcahomerepair for program updates & Email fcahomerepair@detroitmi.gov with any questions

NEIGHBORHOOD STABILIZATION BSEED CONSENT AGREEMENTS



Commitment:

The Building Safety Engineering and Environmental Department (BSEED) will enter into consent agreements (which creates leniency and the potential for waiver) to those homes that are in the process of securing a home renovation grant or loan.

Result:

BSEED is monitoring 48213, 48214, and 48215 Zip Codes for residents that are qualified for Consent agreement. As of December 7th there are 831 consent agreements for those Impact Area Zip Codes.



**Buildings, Safety Engineering
& Environmental Department**



NEIGHBORHOOD STABILIZATION DETROIT LAND BANK PROGRAMS



Commitment

- Side Lot Sales
- “Own it Now” Home Sales Event
- Invest \$500,000 into the complete and/or partial rehabilitation of DLBA homes in the Impact Area
- Residents to be involved in the selection of vacant home rehab process

NEIGHBORHOOD STABILIZATION DETROIT LAND BANK PROGRAMS

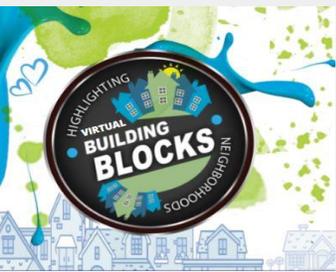
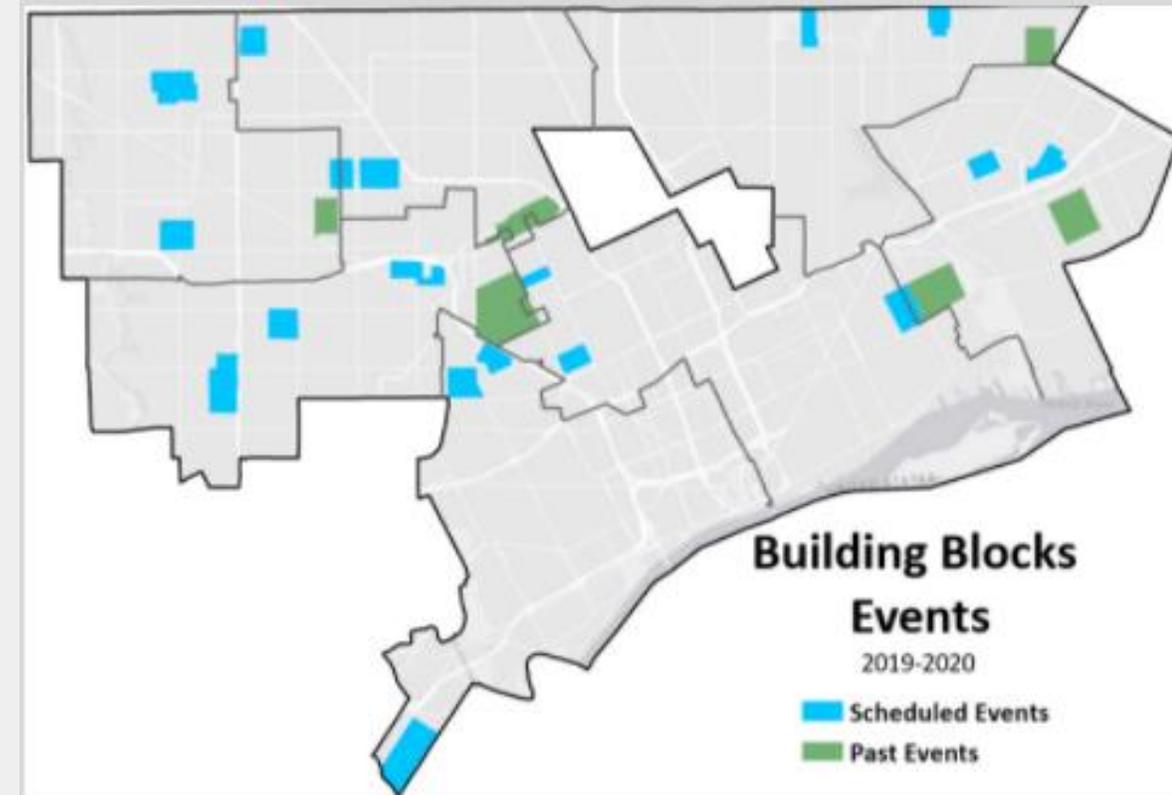


Selecting Event Neighborhoods

- Adjacency to occupied home density
- MLS value increase
- Housing typology
- Geographic proximity to city-led strategies

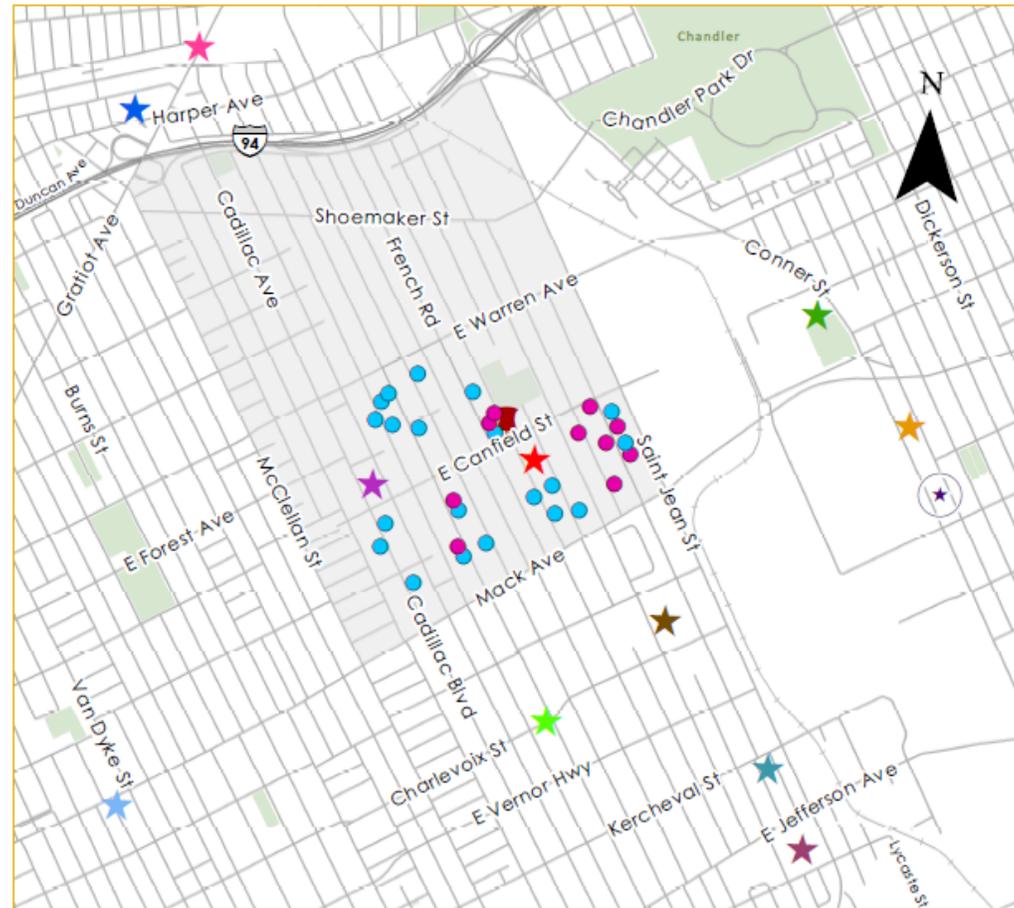
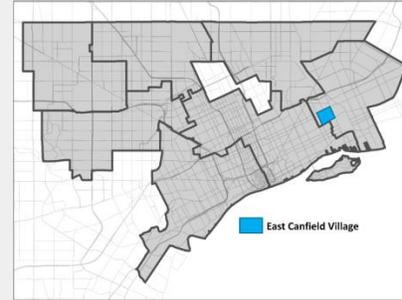
Selecting Properties for Sale

- Condition
- Location
- Public input



DLBA Building Blocks Events

NEIGHBORHOOD STABILIZATION DETROIT LAND BANK PROGRAMS



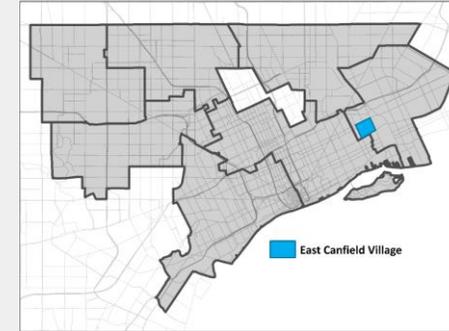
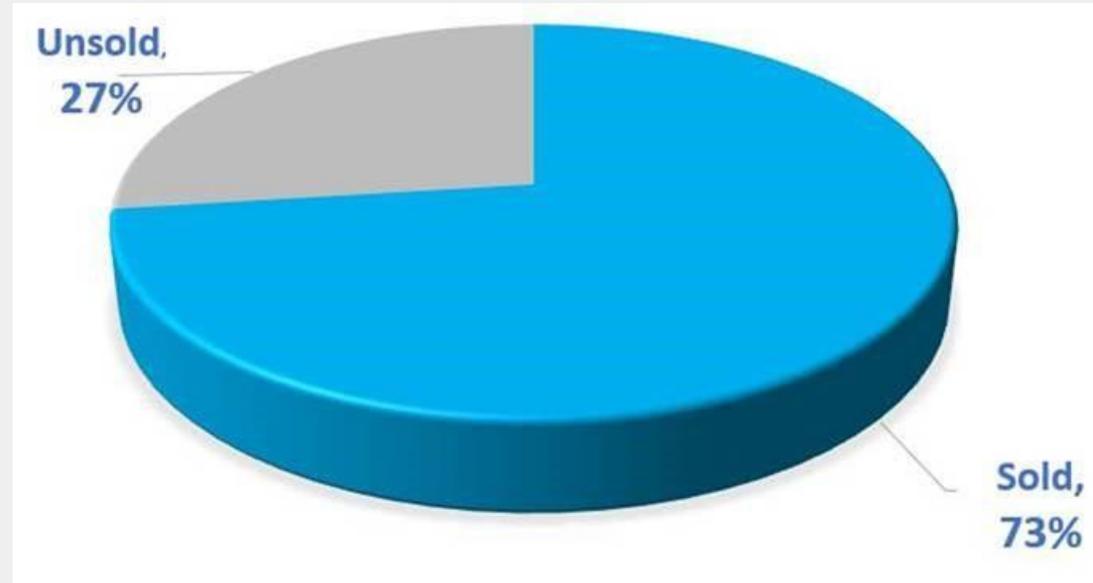
- ★ Detroit Enterprise Academy
- ★ Detroit Lions Alternative Academy
- ★ Detroit Police Department 5th Precinct
- ★ Eastside Community Network
- ★ Farmer John Food Center
- ★ Dr. Ossian Sweet House
- OIN Sale
- Pending Sale

- ★ Parkway Foods
- ★ Southeastern High School of Technology and Law
- ★ The Commons
- ★ Barack Obama Leadership Academy
- ★ Triangle Hardware
- ★ Salvation Army
- ★ East Canfield Community Flower Garden
- West End/ Canfield



Building Blocks Event - East Canfield Village
Held August 3rd, 2019

NEIGHBORHOOD STABILIZATION DETROIT LAND BANK PROGRAMS



New Build Opportunities	Bundled Single-Family Homes	Commercial Property	Residential Projects	Land Based Projects
<p>Bundles of single-family houses in the same neighborhood. These bundles are designed for small-scale developers with capacity to rehab multiple houses at once. Buyers must purchase all properties in the bundle. Please review the proposal guidelines before submitting an offer to the appropriate broker in the below listing.</p> <p>4 homes on Garland in West-End</p> <ul style="list-style-type: none">3960 Garland3970 Garland3853 Garland3827 Garland				

Featured Property Sales – East Canfield Village

NEIGHBORHOOD STABILIZATION DETROIT LAND BANK PROGRAMS



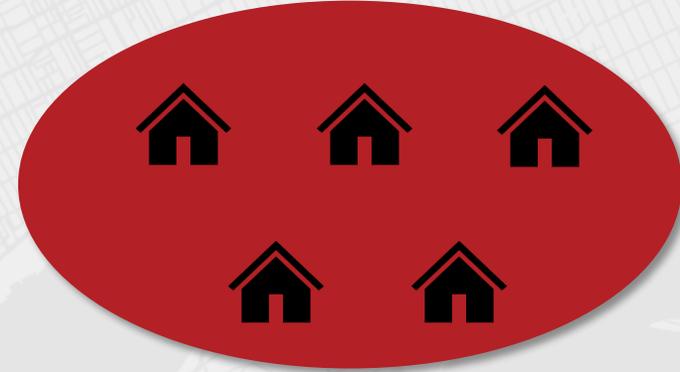
DLBA Properties in FCA Impact Area	Currently For Sale	Sold since April 1, 2019
Auction Homes	0	2
Own It Now Homes	48	133
Side Lots	1550	178

DLBA Property Sales - FCA Impact Area

NEIGHBORHOOD STABILIZATION DETROIT LAND BANK PROGRAMS



- Property Rehabilitation Programs are market regenerating programs
- DLAB conducts Market Assessments prior entering a “new” area/neighborhood
- Aligns with other neighborhood stimulants such as demolitions and Home Repair Program
- 2 bundles of properties will be selected by early spring 2021: Residents will have an opportunity to rank the bundles. The bundle receiving the highest ranking will be prioritized for rehab
- Construction is planned to start summer of 2021



DLBA Property Rehabilitation Engagement Plan - FCA Focus Area

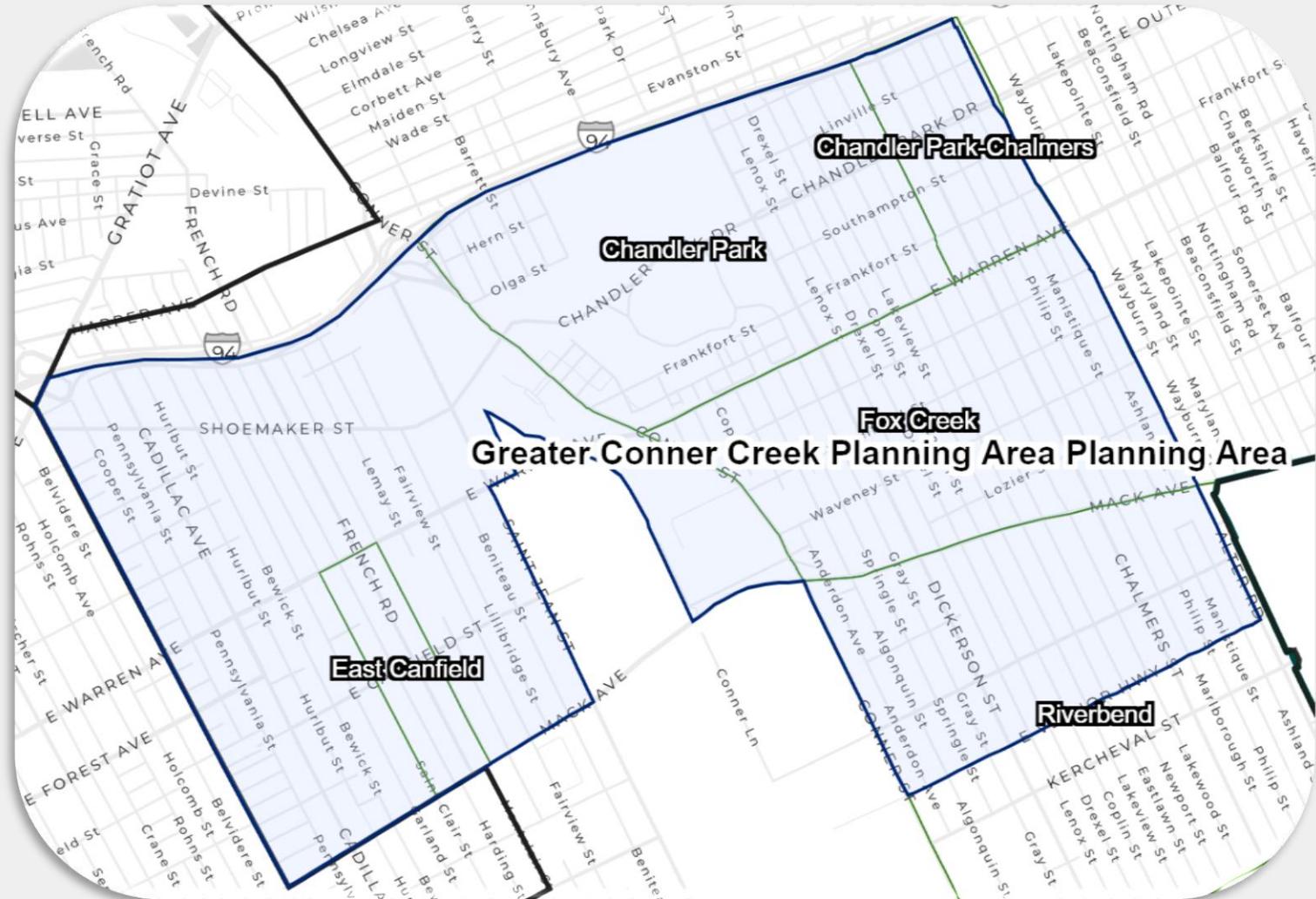
ENGAGE IMPACT AREA IN PLANNING ACTIVITIES

NEIGHBORHOOD FRAMEWORK



Commitment

- The **Greater Conner Creek Neighborhood Framework** plan will be conducted by the **Detroit Planning & Development Department** in the **Chandler Park, East Canfield Village, and Riverbend** neighborhoods
- **Impact Fund:** \$800k invested by FCA to support projects identified by the neighborhood framework
- **Neighborhood Marketing Plan** to be created as an outcome of neighborhood framework



ENGAGE IMPACT AREA IN PLANNING ACTIVITIES

NEIGHBORHOOD FRAMEWORK



The Greater Conner Creek Neighborhood Framework will guide investment to improve core assets in the following focus areas

HOUSING & NEIGHBORHOOD STABILIZATION

- Keeping Detroiters in their homes
- Rehabilitation of vacant houses
- Residential blight removal



PUBLIC LAND STEWARDSHIP

- Community access to land
- Maintenance of alleys and non-structural blight
- Opportunities to improve park and recreation amenities



COMMERCIAL & ECONOMIC DEVELOPMENT

- Neighborhood asset mapping and marketing plan
- Small business assistance
- Identify and support retail corridors / nodes
- Industrial development with appropriate buffers and protections for the neighborhood



MOBILITY & STREETSCAPES

- Traffic calming and truck routes to reduce impacts
- Balance the needs of all users of the street and sidewalks
- Improved mobility and access to jobs and amenities



ENGAGE IMPACT AREA IN PLANNING ACTIVITIES NEIGHBORHOOD FRAMEWORK



How to get involved

- Invite us to present at your community group gatherings
- Tell your neighbors about the planning process and invite them to participate
- Attend future town halls and related community events about the plan (both online and in person)
- Share your neighborhood stories, experiences, existing community plans and ideas with us!

Contact us!



Aaron Goodman
Urban Planner +
Community Benefits
Ordinance Manager
Planning & Development
Department

313-224-3577 (o)
313-452-0687 (m)
goodmana@detroitmi.gov

**First community forum and public launch
tentatively planned for Spring 2021**

ENGAGE IMPACT AREA IN PLANNING ACTIVITIES

DTE ELECTRICAL ANALYSIS



Commitment:

Request DTE to complete a full analysis of the electrical infrastructure of the impact area of Beniteau to McClellan bordered by Mack and East Warren within 60 days of the agreement.

This report will identify the issues with this power grid and the cost to make the necessary repairs to address these issues.

Result:

Upon the City's request DTE completed a full analysis of the electrical infrastructure of the impact area.

DTE's analysis did not reveal reliability issues and there is adequate electrical supply for the neighborhood in the impact area following the upgrade to FCA.



ENGAGE IMPACT AREA IN PLANNING ACTIVITIES

TREE & WEED REMOVAL



Commitment

Tree and weed removal in City and DBLA owned vacant lots and regular and continued maintenance in the impact area.

Targeted efforts in Impact Area

40 Board Ups

- 8 on Beniteau
- 14 on Lillibridge
- 18 on various streets in the area

Debris Clearing - 16 parcels/lots (some lots were occupied by vacant homes)

- 10 on Beniteau
- 3 on Lillibridge
- 3 on various streets in the area

642 Trees removed in FCA Impact Area

Future maintenance

- Vacant Lot Cutting: 4 cuts a year on a fixed schedule
- Residents can report issues on ["See-Click-Fix"](#) (Improve Detroit App)
- **Trees:** If residents have a concern about trees on the city right of ways (not private property or vacant lots) please call forestry department at 313-871-5461
- Trees of concern will be evaluated for maintenance and addressed as resources are available



ENGAGE IMPACT AREA IN PLANNING ACTIVITIES

DWSD ASSISTANCE

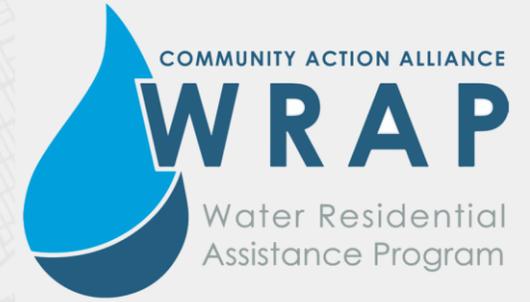


Commitment:

From the time of this agreement, City of Detroit Water and Sewerage Department (DWSD) will postpone service interruptions in the impact area for two weeks to allow residents who have delinquent water bills to apply for funds through the Water Residential Assistance Program (WRAP).

Result:

DWSD confirmed there were no service interruptions in the impact area for the first two weeks following this agreement. Any resident can avoid service interruptions once they apply for WRAP dollars. Once customers apply, their account is taken off the service interruption list.



Water Residential Assistance Program (WRAP) Applications and Enrollment in Impact Area Zip Codes

	48213		48214		48215	
	Applied	Enrolled	Applied	Enrolled	Applied	Enrolled
Year 1	137	121	65	54	73	64
Year 2	59	57	40	39	42	39
Year 3	35	34	17	17	23	22
Total	231	212	122	110	138	125

SMALL BUSINESS SUPPORT DEGC PROGRAMS

Commitment

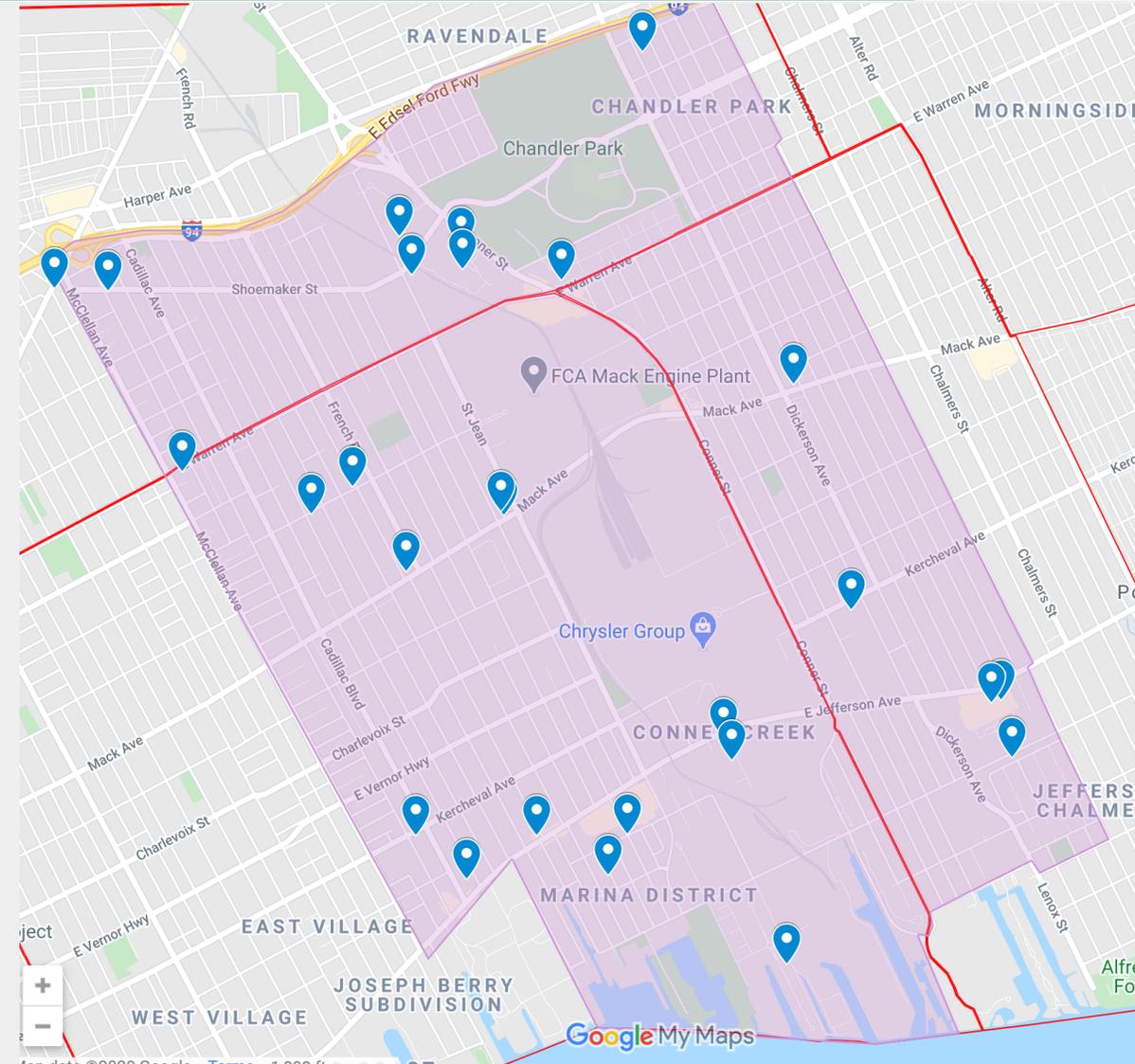
- City committed to leveraging two existing small business programs (Motor City Match and Motor City Restore) to provide support to new and small business owners in the impact area. Residents can begin to take advantage of these programs immediately
- Specific focus be given to small business start-ups in the impact area



Grand opening of Diamond Smiles Dentistry
Motor City Match Winner - July 2019

SMALL BUSINESS SUPPORT DEGC PROGRAMS

Businesses in FCA Impact Area awarded grants or services from Motor City Match, Motor City Restore, or DEGC administered pandemic relief grants starting in July 2019



SMALL BUSINESS SUPPORT DEGC PROGRAMS

2019 – 2020 Activities

- The District 4 Business Liaison (DBL), Martell Bivings, walked the footprint to meet all existing Business Owners to introduce them to the DEGC, Motor City Match and Motor City Restore, and Detroit's business ecosystem
- Connected aspiring entrepreneurs with TechTown to help start their business plan and helped existing business establish a web presence
- Helped 6 new businesses to open including Diamond Smiles Dentistry a Motor City Match cash winner, which opened in June 2019
- Helped 45 businesses fill out and submit their Property Exemption applications
- Helped secure over \$150,000.00 in grant dollars to the FCA footprint

2019 – 2020 Activities

- Resolved 30 business issues
- Established a WhatsApp group for Jefferson, Mack, and E. Warren to allow Business Owners and commercial property owners to communicate with one another and directly with the DEGC
- Delivered Personal Protection Equipment to business

Next Steps

- Inform Business Owners about the Pure Michigan Small business Relief Grant that opens December 15, 2020
- Schedule Zoom calls to owners with needed resources
- Inform Business Owners and Residents about Detroit Means Business (Detroit Means Business | COVID-19 help for small and local businesses)

MITIGATE DEVELOPMENT IMPACTS

SOUND BARRIER WALL & MURAL



Commitments

- City constructs a wall along St. Jean Street as a sound barrier to FCA plant. Barrier will run from Warren Avenue to Kercheval Avenue
- Wall design to be approved by residents along Beniteau Street through a series of meetings to end in May 2019
- Height of wall to be determined at the completion of sound study
- FCA provides support on wall aesthetics by planting ivy and adding potential murals along portions of the barrier



MITIGATE DEVELOPMENT IMPACTS

SOUND BARRIER WALL & MURAL



Sound Barrier Process

- Six meetings held with Beniteau residents focusing on the wall design
- Visual preference survey conducted
- Survey hand delivered to every house on Beniteau
- 19 surveys returned
- "Dry Stack Stone" was community's preferred design

VISUAL PREFERENCE SURVEY

What design do you want to see in your neighborhood?

Attention Beniteau Street residents! As part of the Fiat Chrysler plant expansion project, a sound barrier will be constructed along the alley behind Beniteau Street to protect residents from noise and unattractive views.

Six meetings were held with Beniteau residents—and based on resident input, six design options were developed. All of the options are composed of pre-cast concrete. The chosen option will be stamped into the concrete and ivy will be grown on its surface.

Please take a moment to voice your opinion on which design option you want to see in your neighborhood. Thank you!

Return this survey to:
Curtis Perry, 4687 Beniteau Street
Darnell Gardner, 4458 Beniteau Street

This conceptual image shows what the sound barrier (background) could look like relative to the back yards of Beniteau Street residences (foreground).

This survey is was created by the City of Detroit to facilitate the input of Beniteau Street residents

VISUAL PREFERENCE SURVEY

What do you think of these patterns?

<p>Rustic Wood</p> <p>Sample sound barrier panel</p>	<p>Pattern Detail</p> <p> <input type="radio"/> It's great <input type="radio"/> It's alright <input type="radio"/> It's terrible </p>	<p>Comments:</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>Ashlar Stone</p> <p>Sample sound barrier panel</p>	<p>Pattern Detail</p> <p> <input type="radio"/> It's great <input type="radio"/> It's alright <input type="radio"/> It's terrible </p>	<p>Comments:</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>Dry Stack Stone</p> <p>Sample sound barrier panel</p>	<p>Pattern Detail</p> <p> <input type="radio"/> It's great <input type="radio"/> It's alright <input type="radio"/> It's terrible </p>	<p>Comments:</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>Sample sound barrier panel</p>	<p>Pattern Detail</p> <p> <input type="radio"/> It's great <input type="radio"/> It's alright <input type="radio"/> It's terrible </p>	<p>Comments:</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>Minnesota Ashlar 2</p> <p>Sample sound barrier panel</p>	<p>Pattern Detail</p> <p> <input type="radio"/> It's great <input type="radio"/> It's alright <input type="radio"/> It's terrible </p>	<p>Comments:</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>Smooth Brick</p> <p>Sample sound barrier panel</p>	<p>Pattern Detail</p> <p> <input type="radio"/> It's great <input type="radio"/> It's alright <input type="radio"/> It's terrible </p>	<p>Comments:</p> <p>_____</p> <p>_____</p> <p>_____</p>

MITIGATE DEVELOPMENT IMPACTS

SOUND BARRIER WALL & MURAL



Smooth surface
will receive mural

Stamped surface
will receive Ivy



MITIGATE DEVELOPMENT IMPACTS

SOUND BARRIER WALL & MURAL



- **Mural will be the largest art installation in the City of Detroit at 15' tall and stretch over 1,500' long**
- City of Detroit held a **series of meetings with residents** to gain feedback and alignment on mural
- **Over 100 artists** responded to “Call for Artists” Request for Proposal (RFP) released in Feb 2020
- Selection Committee **included 2 NAC members, 2 students from Southeastern High School and Detroit Enterprise Academy, a professional art juror, City of Detroit and FCA representatives**
 - Committee members have met to begin the artist selection process
 - After COVID-19 Delay, finalists interviewed in December 2020
 - Continued engagement meetings after announcement of artist selection



Artists will begin work on murals in Spring 2021 with goal of completion by October 2021

MITIGATE DEVELOPMENT IMPACTS

SOUND BARRIER WALL & MURAL



March 2020 Community Q & A at DEA

Notes From January 2020 Visioning Sessions w/ NAC, Southeastern HS, and Detroit Enterprise Academy

Local landmarks Detroit's Landmarks → Spirit of Detroit
FCA MURAL PROJECT
 ANIME Nature Cartoons Belle Isle
 High Energy Warm Happy Uplifting
 3D Vibrant Car Related... Color
 Blue Pink Pastels Gold Black History
 Community History Earth + Climate Change
 Find a way to fit... complement Unique Design
 Gaining Release your inner self... find who you are?
 who you can be? Inspirational... "Do Good"
 Motivation... Believe in yourself... You Matter... Dream Big...
 Change can happen... transition from here to there...
 Make Artistic... etc... Art to inspire... No Wars...
 Show Potential... space... Ancient inspiration... Leadership
 Stand up for your beliefs... Portraits... Acceptance...
 Foods... work hard... sports... famous Detroit Peppers...
 Step Violence... complement pond... fish... Seasons...
 Artistic + Inspiring... Try don't if you can't at first, keep trying
 Cycle of Growth... LOVE/Care for others... community makes...

FCA Mural Wall FCA
 Comeback City
 Dollars - Homes
 Rising Up
 Kids w/
 Backpacks
 CARS
 STUDENTS - SMILES
 IN THE MIDDLE - MEDIUM
 Blending Colors
 Smart facts > Advice > Up Lifting > Positivity
 "We don't Die" "We come back"
 Good Decisions Like to learn
 Symbolism - Running > Moving Forward > Butterflies/Catpilers
 Inspire People - Parents/Role Models/ Future what to become
 Abstract sports
 Don't be a follower
 My Mistakes inspire not to do them... learning
 "My Achievements" → Detroit More inspiration pushing myself to do better
 Go hard I work hard but I can do more
 "What could be... a better day"

MITIGATE DEVELOPMENT IMPACTS

TRAFFIC DESIGN & CALMING



Commitments

- The City Department of Public Works will work with FCA truck routing and area residents to develop a plan for preferred neighborhood traffic calming measures
- Detroit Public Works will install preferred traffic calming to ensure trucks do not drive along residential streets. This includes: speed cushions, one-way street conversions, and posted signage
- The St. Jean route of the Iron Belle Trail will be removed as part of this project. New routing of the Iron Belle Trail will be considered



MITIGATE DEVELOPMENT IMPACTS

TRAFFIC FLOW DESIGN & CALMING



Truck routing and preferred neighborhood traffic management measures:

Traffic Monitors and Signal Timing

- Signal optimizations
- Installing ITS equipment
- Providing left turn phases

80 Speed cushions in vicinity of FCA plant

Posted “No Trucks” signs to restrict truck traffic from Vernor and Kercheval

FCA Plant Area Map



LIST OF SIGNALIZED INTERSECTIONS

1. St Jean / Warren (Miovision)
2. Mack / St Jean
3. Kercheval / St Jean (Miovision)
4. Jefferson / St Jean (Miovision)
5. Conner / Jefferson (Miovision)
6. Conner / Kercheval
7. Conner / Vernor
8. Conner / Charlevoix
9. Conner / Mack
10. Conner and Canfield
11. Conner / Warren
12. Conner / Samaritan Dr
13. Conner / Shoemaker

*Signal timing changes were implemented to improve progression along Conner and Jefferson corridors during shift change time



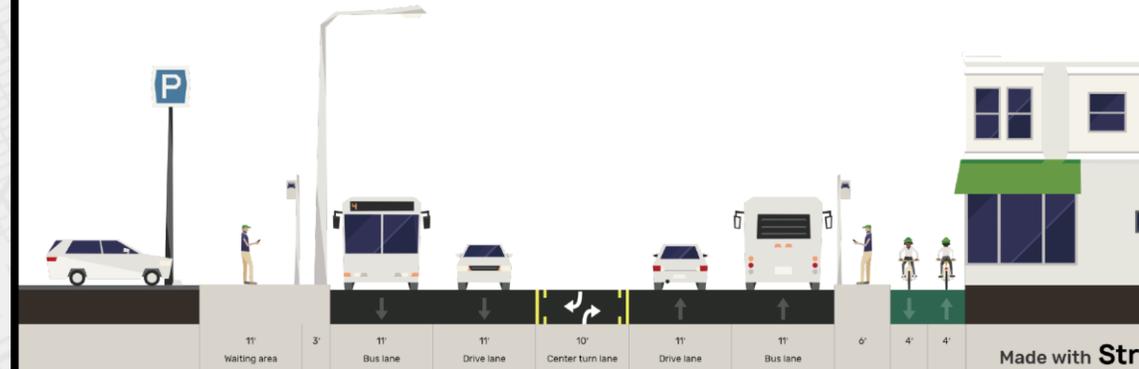
MITIGATE DEVELOPMENT IMPACTS

IRON BELLE TRAIL REROUTING TO CONNER

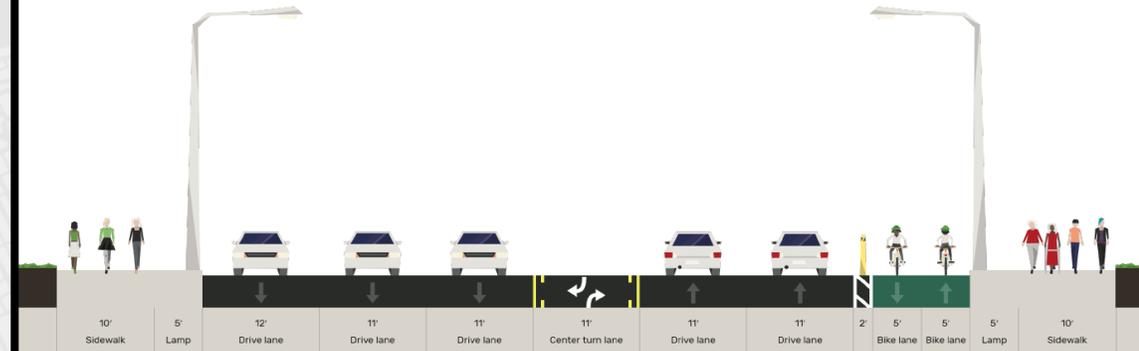
Conner reconfiguration

- Construction and resurfacing started. For safety purposes
- Cycle track moved to east side south of Warren
- North of Warren will be reconfigured to 3+Center+3 lanes + off-road cycle track

Pro. Conner (54') @ Bus Stops: Eugene to Warren



Pro. Conner (79'): Jefferson to Eugene



EDUCATION PROGRAMS

BARACK OBAMA LEADERSHIP ACADEMY



- The City of Detroit has begun the fundraising process with Barack Obama Leadership Academy, formerly known as Timbuktu Academy
- The City's Office of Development and Grants has reached out to potential donors for securing the \$50,000 towards computer lab and library improvements and continues to make progress towards this goal



EDUCATION PROGRAMS

DETROIT PROMISE SCHOLARSHIPS



Status Updates

City commits \$500,000 to fund scholarships through the Detroit Promise – disbursed June 2019

The Detroit Promise funds will be administered by the Detroit Regional Chamber

The scholarships will be earmarked specifically for students of the impact area (MOU)

On-Track?



What is the Detroit Promise?

Debt-Free Tuition at Partnering 2-year and 4-year Colleges for Detroit High-School Seniors

Total Students Registered for the Promise
(by graduation class)

- 2019: 228 students
- 2020: 181 students
- 2021: 33 students to date

Yearly Snapshot for Students in the FCA Impact Zone (48213, 48214 & 48215)

Invoices paid in 2019-2020* (by zip-code)

48213 = 6

48214 = 9

48215 = 5

Total = 20

***Note: invoices are only paid for those students where the cost of tuition is not fully covered by the Federal Pell Grant. Historically, 75% of Detroit students are fully covered by Pell.**



EDUCATION PROGRAMS

GROW DETROIT'S YOUNG TALENT (GDYT)



Commitment

- City commits \$500,000 to fund the Grow Detroit's Young Talent (GDYT) summer youth employment program

GDYT Participation - All Zip Codes

Status	2019	2020
Applied	15,825	15,728
Registered	6,366	6,518
Worked	5,537	5,141

Results

- \$500,000 disbursed in June 2019
- Interested youth can apply for 2021 at <https://gdyt.org>

GDYT Participation in FCA Zip Codes (% of Impact Zone Numbers of Total Numbers)

Status	2019				2020			
	48213	48214	48215	Total	48213	48214	48215	Total
Applied	491	354	289	1,134	465	351	218	1,034
Registered	195	169	123	487	153	162	94	409
Worked	182	123	105	410	130	150	76	356



Grow Detroit's Young Talent

EDUCATION PROGRAMS

CAREER TECHNICAL EDUCATION (CTE)



In 2020, FCA has contributed \$1.5M to expand CTE programming and launch Advanced Manufacturing Career Academy

- Phase 1 of construction at Southeastern HS was completed in November
 - 3 classrooms were renovated to house the 'Introduction to Advanced Manufacturing' and 'Computer Networking' classes
- Phase 2 of construction is expected to start in Spring 2021
 - Roof of Southeastern HS will be replaced
 - More classrooms will be renovated to house additional Advanced Manufacturing and CTE courses
- Career Pathways are being developed in partnership with FCA that will result in student internships and GDYT opportunities



ACCESS TO TRAINING AND JOBS

DETROIT AT WORK



Commitments

- Detroit at Work provides \$2M in-kind outreach, screening, pre-application support and interviewing services
- FCA and Detroit at Work collaborate to develop and implement pre-application readiness training programs
- Impact Area residents receive priority access to hiring events and applications and Detroit at Work provides quarterly updates regarding pre employment and workforce development within the impact area



ACCESS TO TRAINING AND JOBS DETROIT AT WORK



16,000+ Detroiters on the list

10,300+ Detroiters applied

5,500+ Interviews completed

ACCESS TO TRAINING AND JOBS DETROIT AT WORK



Supporting Detroiters Minimizing Challenges



APPLICATION

- Tutoring
- Application workshop
- Computer support
- Call center/email communication



INTERVIEW

- Workshops online/ in person
- Practice questions
- Transportation



OFFER

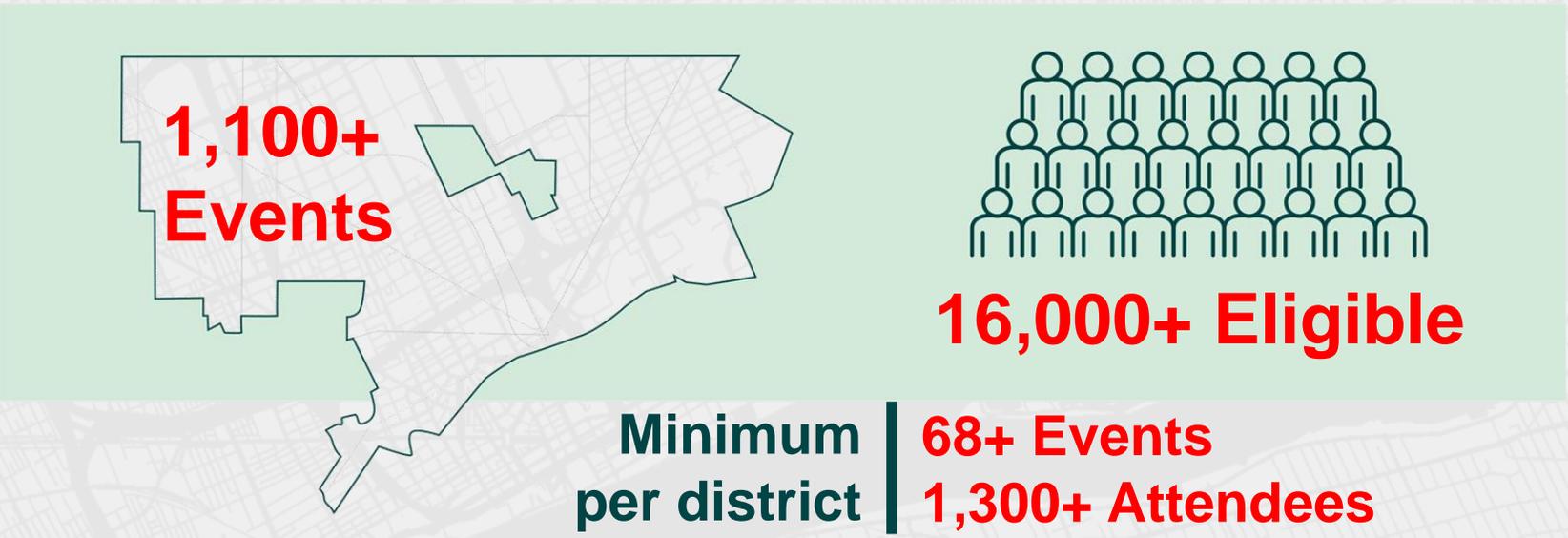
- Manufacturing readiness training
- Transportation
- Candidate live support

ACCESS TO TRAINING AND JOBS DETROIT AT WORK



- 2,182 impact area residents eligible to apply (13%)
- 2,983 eligible candidates reported criminal or felony backgrounds (18%)
- 461 eligible candidates reported veteran status (3%)

Engaging Detroiters





FCA

FIAT CHRYSLER AUTOMOBILES

MAC K ASSEMBLY PLANT

**NEIGHBORHOOD ADVISORY
COUNCIL UPDATE**

December 7, 2020





CONSTRUCTION UPDATE

CONSTRUCTION UPDATE OVERVIEW

- Overall Site
- Body Shop
- General Assembly
- New Paint Shop
- New Vehicle Test Track
- Rail Yard Expansion
- Charlevoix Entrance
- DTE Expansion

CONSTRUCTION UPDATE

OVERALL SITE

95%
COMPLETE



December 2018

- 1,590 parking spaces
- 1,753,000 sq. ft. of manufacturing space
- Manufacturing in one building



November 2020

- 3,100 parking spaces
- 2,495,100 sq. ft. of manufacturing space
- Manufacturing in three buildings
- New and updated site entrance
- Upgrades to ancillary buildings

CONSTRUCTION UPDATE

BODY SHOP

100%
COMPLETE



- Building Size: 646,600 sq. ft.
- Facility used for welding the vehicle body together
- New Metrology Center
- New HR Hiring Center

CONSTRUCTION UPDATE

GENERAL ASSEMBLY

100%
COMPLETE



- Building Size: 1,053,000 sq. ft.
- Building used for the final assembly of all components within the vehicle
- New Vehicle Quality Lab
- New Vehicle Test Track
- New Roofing System

CONSTRUCTION UPDATE

NEW PAINT SHOP

94%
COMPLETE



- 795,500 sq. ft.
- World class environmental controls
- New state of the art air circulation for energy conservation
- LEED certification pending

CONSTRUCTION UPDATE

NEW TEST TRACK

100%
COMPLETE



- 95,000 sq. ft.
- Testing operations protected from weather
- Facility includes unique driving surface
- Improved vehicle safety and quality



CONSTRUCTION UPDATE

RAIL YARD EXPANSION

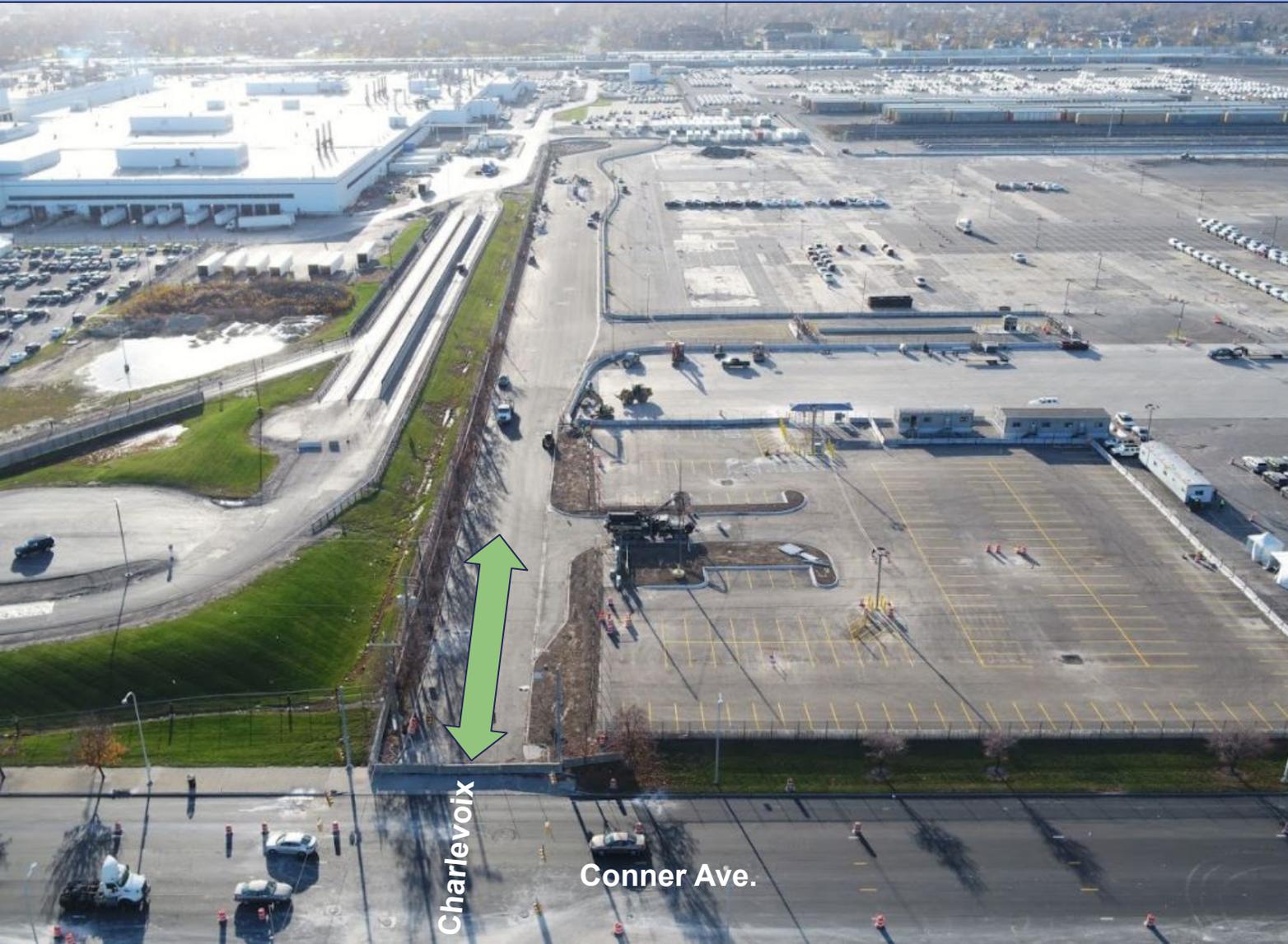
100%
COMPLETE



- Rail yard serves Detroit Assembly Complex Jefferson and Mack
- Addition of 4 new rail spurs
- Increased capacity by 47 rail cars

CONSTRUCTION UPDATE CHARLEVOIX ENTRANCE

99%
COMPLETE



- New entrance developed in response to community traffic study
- Purpose is to **divert truck traffic away from residential streets and onto Jefferson and Conner**
- Area used for parts deliveries and shipment of finished vehicles from Jefferson and Mack plants

CONSTRUCTION UPDATE

DTE EXPANSION

90%
COMPLETE



Update

- Site is paved and painted
- Lighting is being installed
- Beautification scheduled Spring 2021

Once Completed

- The property will be a finished vehicle parking lot and trailer loading area
- Site will be used as a Michigan and Ohio dealer distribution center



FCA COMMUNITY BENEFITS UPDATE

FCA COMMUNITY BENEFITS INVESTMENT SUMMARY

PROGRAMS	FCA COMMITMENT	FCA CONTRIBUTIONS TO DATE	STATUS
Workforce and Training <ul style="list-style-type: none"> FCA will partner with Detroit at Work to support hiring related to recruiting, pre-screening and vetting related to production jobs FCA will provide work readiness training State incentives for DESC training program in Detroit 	\$5.8M	\$5.8M	COMPLETED
Education <ul style="list-style-type: none"> Manufacturing Career Academy at Southeastern High School DPSCD facility investment for career and technical education Adult and youth training programs in advanced manufacturing Partner with Wayne County Community College District to launch Automotive Manufacturing Program 	\$4M	\$1.5M	ON TRACK
Home Repair Grants <ul style="list-style-type: none"> \$15,000 non-cash grant to invest in and repair residents homes 	\$1.8M	\$1.8M	COMPLETED
Neighborhood Improvement <ul style="list-style-type: none"> Community directed projects 	\$.8M	\$.4M	ON TRACK
Construction Mitigation <ul style="list-style-type: none"> Stormwater, traffic, vegetative buffer, landscaping, trees, murals and community beautification 	\$1.4M	\$1.4M	COMPLETED
Total	\$13.8M		



WORKFORCE & TRAINING

WORKFORCE AND TRAINING OVERVIEW

- Early Application Windows for Detroiters
- Interviewing Detroiters
- Salaried and Skilled Trades Jobs
- Returning Citizens

WORKFORCE AND TRAINING APPLICATIONS & INTERVIEWS

FCA Prioritized Detroit Residents

- Two early application windows opened before general public with focus on:
 - Residents in Impacted Area
 - Returning Citizens
 - Veterans
- FCA conducted over 5,000 in-person interviews
- Successful candidates receive a conditional offer of employment



WORKFORCE AND TRAINING SALARIED & SKILLED TRADES

FCA Comprehensive Recruitment Strategy for Detroiters

- Targeted marketing campaign
- Customized community recruiting events
 - Tents at Eastern Market, Detroit Lions tailgate, veterans outreach, faith-based organizations and partnerships with City of Detroit and Wayne County
- Established academic partnerships



WORKFORCE AND TRAINING

RETURNING CITIZENS

BAN-THE-BOX EMPLOYER

- A criminal record is not an automatic bar to employment
- **FCA does not ask applicants to disclose criminal histories** until after they have accepted a conditional offer of employment in order to **ensure candidates are given equal treatment** throughout the interview and selection process
- FCA takes several factors into consideration when making hiring decisions for returning citizens, such as the nature and date of the offense and the candidate's age at the time of the offense



EDUCATION

EDUCATION OVERVIEW

- Southeastern High School
- Wayne County Community College District

EDUCATION

SOUTHEASTERN HIGH SCHOOL

Manufacturing Career Academy - Launched Fall 2020



- FCA Partnership with City of Detroit and DPSCD
- Industry Certificate
- Career Pathways
- Adult Training Program



EDUCATION

SOUTHEASTERN HIGH SCHOOL

202 students enrolled in
Introduction to Advanced Manufacturing

39 students enrolled in
Information Technology Networking Infrastructure

- New laptops installed with curriculum software
- Installation of CNC machine, robotic arm and air compressor
- FCA manufacturing and engineering executives featured as guest speakers
- DESC and DPSCD to launch adult Career Technical Education in same classrooms (timing under review due to COVID)

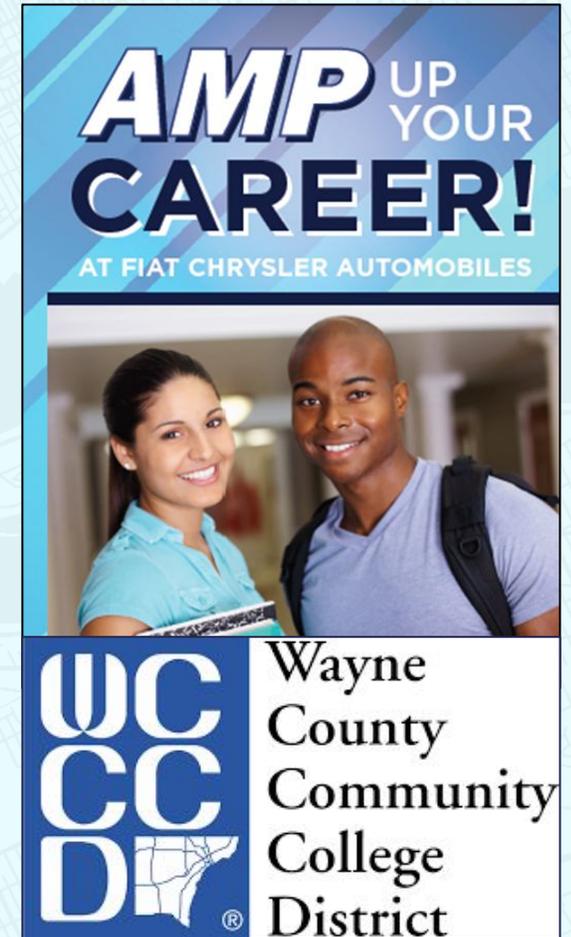


EDUCATION

WAYNE COUNTY COMMUNITY COLLEGE

Automotive Manufacturing Program

- FCA will establish a partnership with WCCCD to create an Automotive Manufacturing Program
 - Program delayed due to COVID as school is closed
 - Curriculum under development





HOUSING & NEIGHBORHOOD IMPROVEMENTS

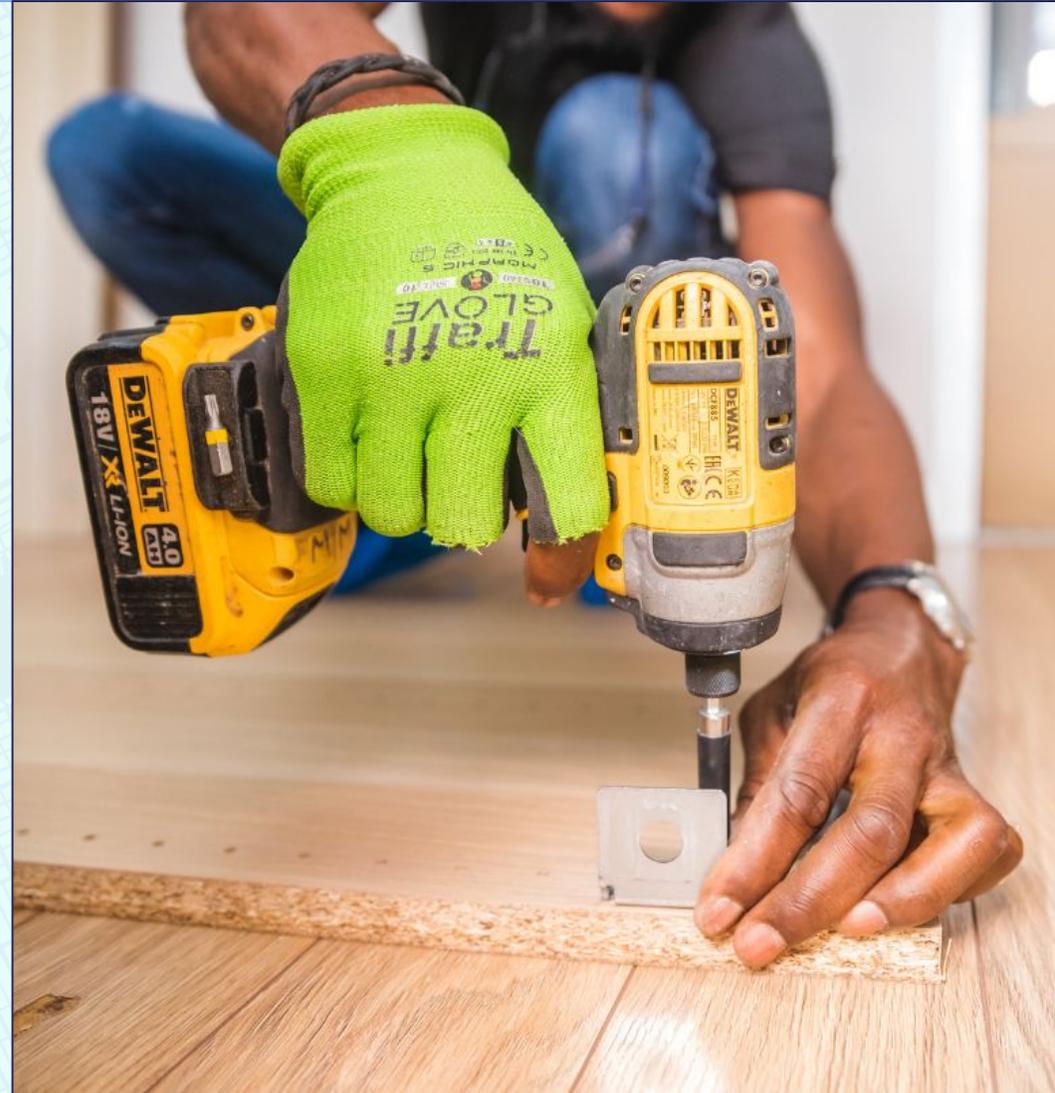
HOUSING & NEIGHBORHOOD IMPROVEMENTS OVERVIEW

- Home Repair Grants
- Impact Neighborhood Fund

HOUSING & NEIGHBORHOOD IMPROVEMENTS

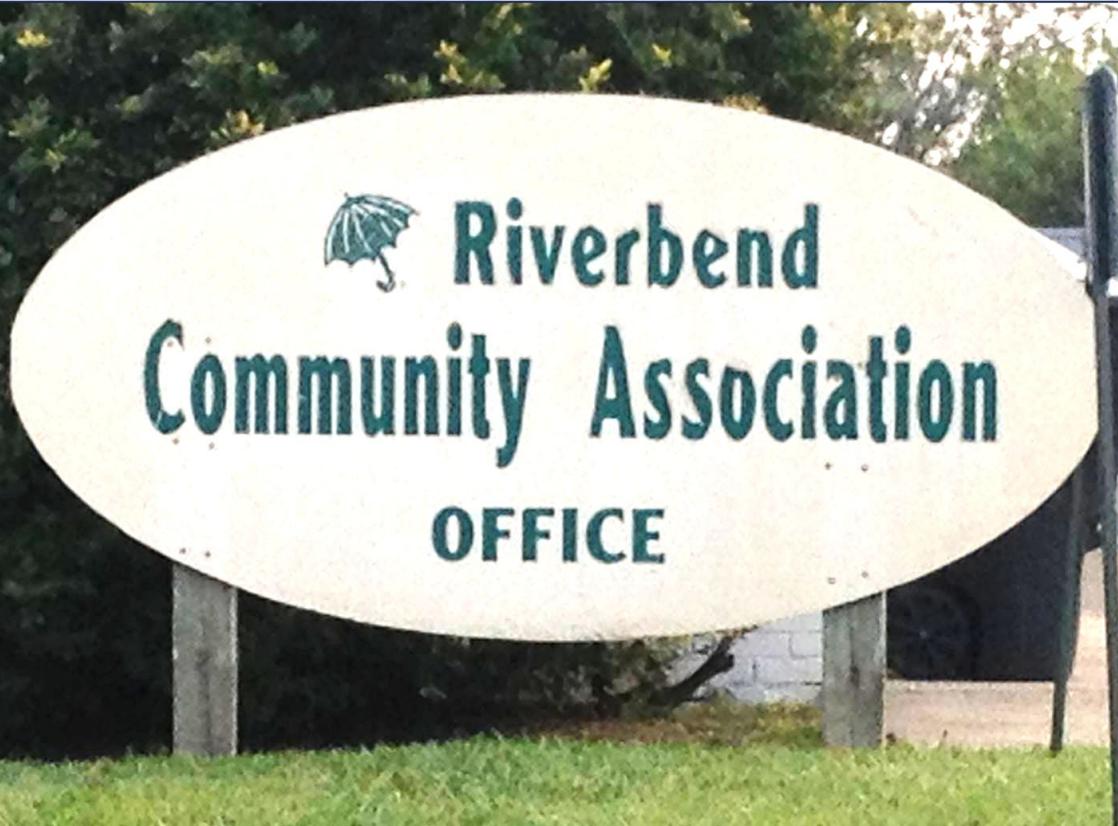
HOME REPAIR PROGRAMS

FCA invested **\$1.8M** in a home repair Program administered by the City of Detroit's Housing and Revitalization Department



HOUSING & NEIGHBORHOOD IMPROVEMENTS

IMPACT NEIGHBORHOOD FUND



FCA will invest \$400,000 in 2020 (with another \$400,000 contribution in 2021) to support projects in Chandler Park, West End and Riverbend neighborhoods

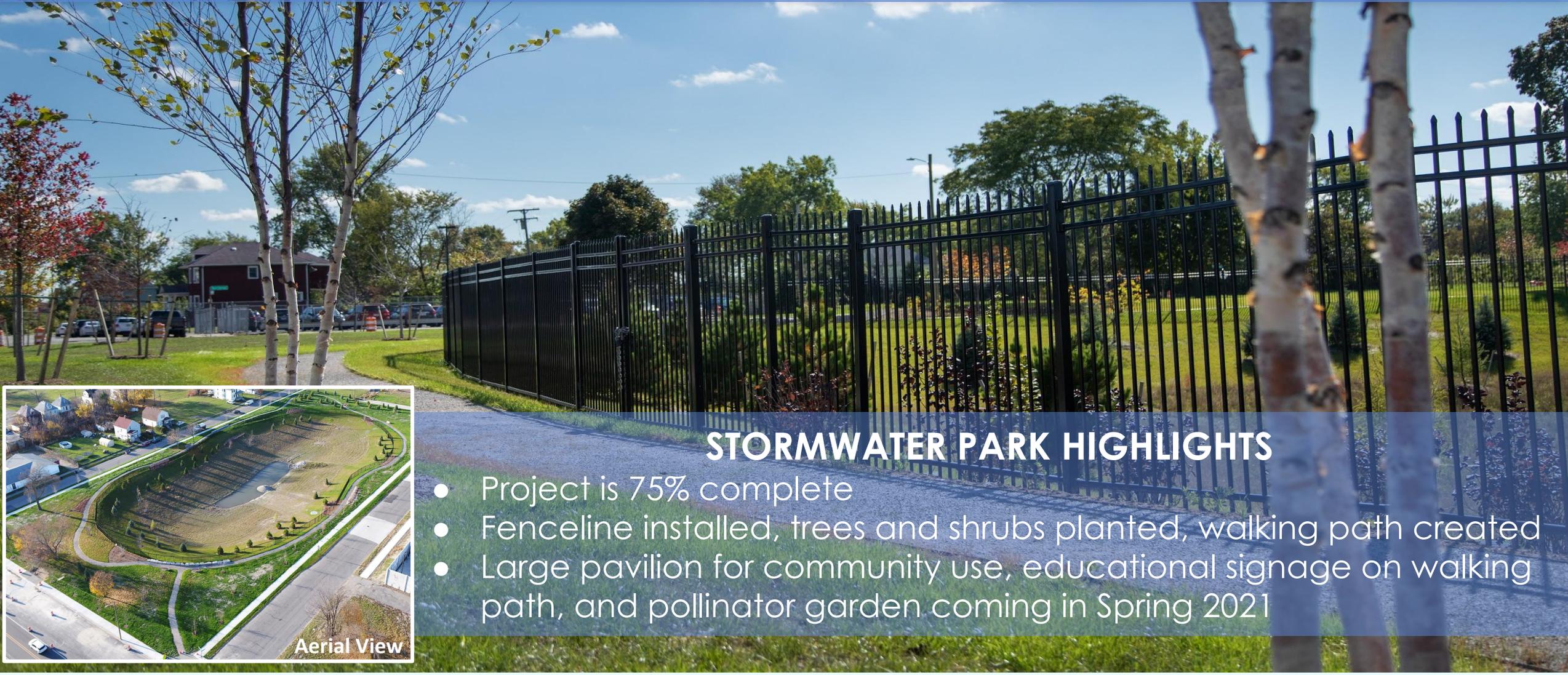


CONSTRUCTION MITIGATION

CONSTRUCTION MITIGATION OVERVIEW

- Stormwater Park
- Vegetative Buffer, Landscaping and Trees

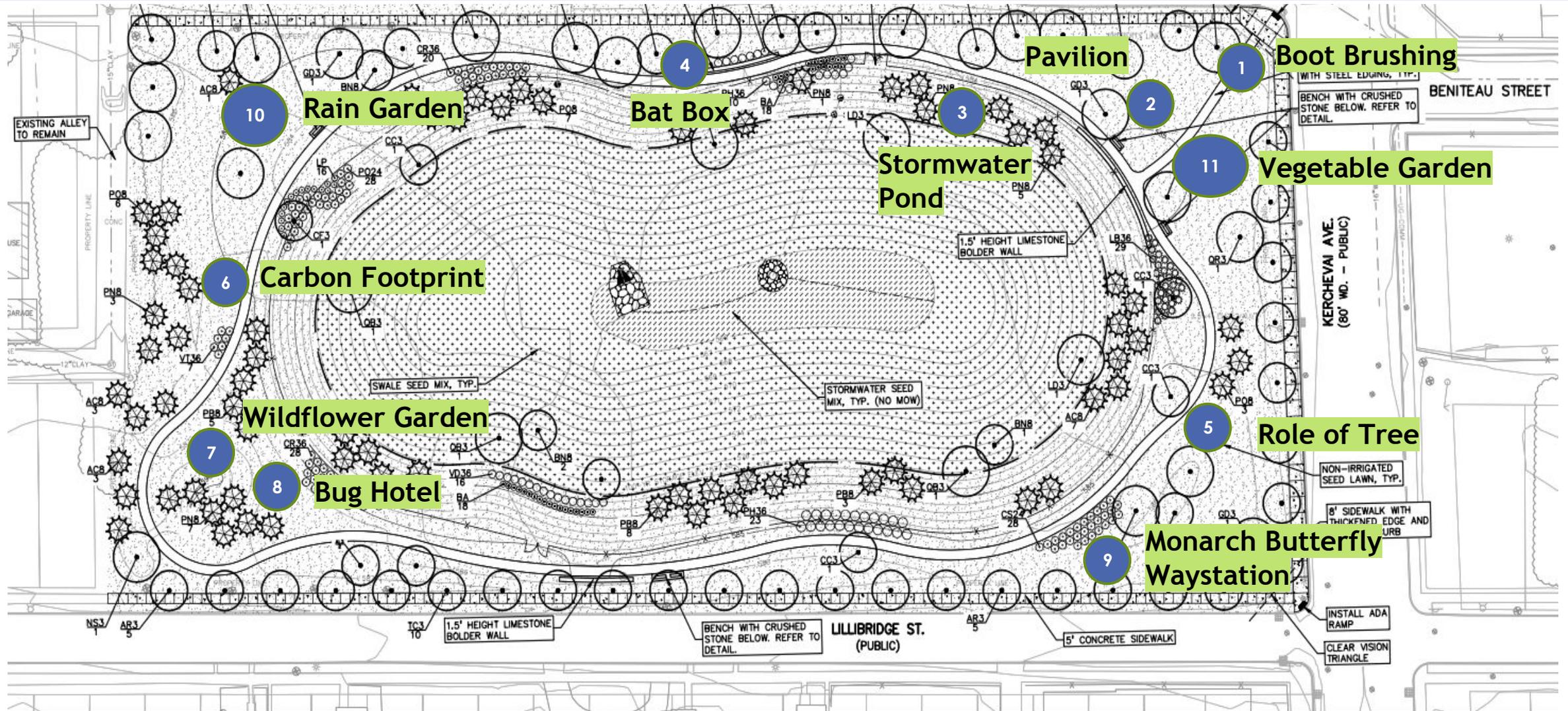
CONSTRUCTION MITIGATION STORMWATER RUNOFF



STORMWATER PARK HIGHLIGHTS

- Project is 75% complete
- Fenceline installed, trees and shrubs planted, walking path created
- Large pavilion for community use, educational signage on walking path, and pollinator garden coming in Spring 2021

CONSTRUCTION MITIGATION STORMWATER PARK



CONSTRUCTION MITIGATION VEGETATIVE BUFFER, LANDSCAPING AND TREES

Increasing the urban tree cover and enhancing green buffer, air filtration and stormwater management by planting **600 trees** on plant property.



MINIMIZING OUR ENVIRONMENTAL IMPACT

We have a great responsibility - and plan - to minimize the environmental impact on the community for this and future generations

NOT PART OF CBA

Reviving the Tree Canopy

Partnering with Greening of Detroit to **plant 500 trees** throughout the neighborhood to maximize results



Constructing Education Plaza

Supporting the Chandler Park Conservancy to launch construction of **Detroit's first environmental education plaza**



Monitoring the Air Quality

Installed **state-of-the-art, ambient air quality monitoring station** to monitor and report nearby particulate matter and nitrogen oxides



Beautifying Stormwater Park

Constructing **neighborhood pavillion and educational stops** at existing stormwater park along Beniteau Street and Kercheval Avenue



Lighting the Bus Stops

Installing **solar-powered bus stop shelters** together with the Detroit Department of Transportation



Restoring Blighted, Vacant Lots

Transforming **300 vacant lots into green spaces** where blighted homes once stood



These projects are part of the Mack Permit to Install (No. 14-19) "Additional Projects Plan" approved by the State of Michigan.



OTHER CBA PROJECTS

OTHER CBA PROJECTS OVERVIEW

- Traffic Calming and Community Feedback
- Now Hiring Truck Drivers
- Small Business Support
- Continuing Community Engagement

OTHER CBA PROJECTS

TRAFFIC CALMING & COMMUNITY FEEDBACK

- **FCA Launched 1-800-REPORT-9 (737-6789)** in August 2019 and is currently live and accepting calls 24 hours a day
 - FCA Logistics team directs truck traffic to use Conner and Jefferson and **avoid residential streets**
- **Reduce our carbon footprint:** FCA partners with **SmartWay®**, to help the industry **reduce the carbon footprint** of our transport fleet as well as our suppliers' trucks.
 - FCA vehicle transport carrier is in top category for low CO2 emissions performance (Grams per Ton-Mile)
 - FCA truck fleet is in the 2nd best category for Nitrogen and Particulate Matter emissions performance (Grams per Ton-Mile)



WORKFORCE AND TRAINING NOW HIRING TRUCK DRIVERS

FCA TRANSPORT

- FCA is hiring **91 Truck Drivers through March of 2021** in Detroit, Toledo and Windsor, Ontario
- FCA Transport utilizes top of the line equipment
- FCA Transport – Detroit Terminal truck drivers are needed to:
 - Drive dedicated routes in Michigan, Ohio, Indiana and Ontario, Canada
 - Provide transfer and switching services between a dock and trailer holding
 - Most loads are “drop and hook” and “no touch freight”
 - All routes require a Class A CDL license and ability to obtain a Free and Secure Trade (FAST) endorsement

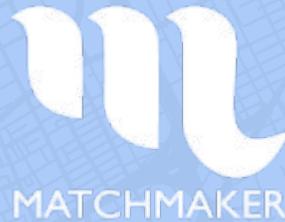
Job posting and qualifications on FCA Careers

<https://careers.fcagroup.com/job/11459933/truck-driver-detroit-mi>



OTHER CBA PROJECTS

SMALL BUSINESS SUPPORT



Supplier Diversity
21st Annual
Virtual
Matchmaker

9 Distinguished Speakers

700+ Attendees

160 Supplier Exhibiting

Invited Detroit-based suppliers to exhibit 2019 and 2020 MatchMaker networking events

Working with MMSDC to mentor and grow Detroit based minority-owned business

Only automaker to invest in Plug and Play Detroit, a technology incubator growing minority-owned business

Awarded back-to-back 'Corporation of the Year' honors from the National Minority Supplier Development Council

OTHER CBA PROJECTS

CONTINUING COMMUNITY ENGAGEMENT



FCA4DETROIT@FCAGROUP.COM

FCA4DETROIT.COM

#FCA4DETROIT



FCA4DETROIT
QUARTERLY



JOB OFFERS TO DETROITERS

WORKFORCE AND TRAINING JOB OFFERS TO DETROITERS

FCA has offered over 4,100 jobs to Detroiters

Detroiters eager to begin jobs at new FCA plant

Fiat Chrysler has extended 2.3K work offers for east side site

BY BREANA NOBLE
The Detroit News

Detroit — Benny Wilkinson had been out of a job since March when he received an email in August that Fiat Chrysler Automobiles had hired him to work at its new plant on the city's east side.

"I told people I felt like I had just been drafted to the NBA," the

36-year-old Detroit, who lives a 10-minute walk from the plant, told *The Detroit News*. "It's going down. It's finally hitting, y'all. Everybody was all happy and proud."

Fiat Chrysler in February 2019 said it would invest \$1.6 billion to expand its former Mack Avenue Engine Complex to produce a new three-row, full-size Jeep SUV as well as the next-generation Jeep Grand Cherokee. Production will begin next quarter, and the automaker forged an agreement with the city and residents

in surrounding neighborhoods to make the 4,950 new positions at the new plant and the adjacent updated Jefferson North Assembly Plant available to Detroiters first.

More than 16,000 Detroiters have submitted their applications with the help of the city and Detroit at Work. Hundreds of job readiness events in the fall and spring helped prepare residents to apply. Fiat Chrysler has conducted 4,139 interviews and ex-

Please see Detroiters, Page 2A



Fiat Chrysler Automobiles NV

"It wouldn't have mattered where" the FCA jobs was, said Benny Wilkinson of Detroit. "If it had been Ohio, I would've been there."



The Detroit News

Ernest Callaway, 22, of Detroit shows his FCA and UAW jacket. Callaway is one of the beneficiaries of FCA's agreement to make jobs at the automaker's new plant on the city's east side available to Detroiters first.



The Detroit News

"I told people I felt like I had just been drafted to the NBA," said Benny Wilkinson, hired as a production operator at FCA's new plant.



Fiat Chrysler

Callaway helps assemble a Ram 1500 pickup at FCA's Sterling Heights Assembly plant. He will move to its new plant when it's completed.

448 offers to Impact Area residents

- nearly 80% of residents interviewed

son, a resident of the East Warren neighborhood for 25 years, hopes his new role with FCA is building a foundation for a career.

"I don't like having to put on my resume another layoff, whether it was a layoff from downsizing, or I had to quit or the pandemic," Wilkinson said. "I don't want to keep putting gaps in my resume. I would like to make the job I have be the end of my resume unless I become an entrepreneur."

The Detroit native mostly has worked in plants since graduating from Southeastern High

school. He's driven forklifts, worked on the production line at Pearl Foods LLC, and was a line leader at auto supplier Global Automotive. His most recent layoff from Fitzgerald Finishing LLC because of the coronavirus pandemic left him barely able to cover the bills, Wilkinson said. Having taken some carpentry classes in the past, he was picking up some odd jobs in addition to unemployment benefits.

Wilkinson, who has a 16-year-old daughter, is eager for the stability. "With being able to be a part of the union, you know that there is somebody fighting for you. It's not, 'How am I going to feed my child and all these things?'"

He actively had been searching and applying for jobs with Fiat Chrysler for two years, but never heard a response. His daughter's mother and several friends work for the automaker. Some have retired from FCA or worked there for decades.

"It wouldn't have mattered where" the FCA jobs was, Wilkinson said. "If it had been Ohio, I would've been there."

But it's a bonus he soon will be able to walk to work if he would like. He traded spaghetti dinners for a snack meal to celebrate. He also likes that Fiat Chrysler often promotes from within.

Eager to get his foot on the ladder, Wilkinson began ahead of his November start date at the plant on the site of the former Mack Avenue Engine Complex. He will work full-time, but in September, he began as a supplemental employee at Sterling Heights Assembly, filling in where needed, installing headlights and taillights, attaching sensors on mirrors and installing air vents on the Ram 1500 pickups.

"The sooner I can get in with Chrysler, the sooner I can start learning," Wilkinson said on volunteering to start in Sterling Heights. "I've enjoyed getting to meet and mingle with different people and work with all the new equipment."

He adds he feels valued, with managers checking in every so-

often or shifting roles when his arms weren't long enough to reach a certain part on the vehicle. He's not so tired where he feels he cannot be present with friends and family. "It's somewhere you want to work because they appreciate you being there when you work."

Likewise, Callaway, the other

worked in shipping and receiving at auto supplier American Axle & Manufacturing for five years. "It's kind of hard not to have a job in the automotive industry. If you do, you want it to be at Chrysler." Callaway had applied to Chrysler a few times since graduating from Michigan State University in 2008 with a communication degree, with whom the



QUESTION & ANSWER

NAC QUESTIONS



COMMUNITY QUESTIONS



THANK YOU

